
***INVITATION TO APPLICANTS and EMPLOYEES TO SELF IDENTIFY AS
INDIVIDUALS WITH DISABILITIES AND PROTECTED VETERANS***

Research Foundation for Mental Hygiene, Inc. (RFMH) is a Government contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974 ("VEVRAA"), as amended by the Jobs for Veterans Act of 2002, which requires Government contractors to take affirmative action to employ and advance in employment qualified disabled veterans, recently separated veterans, Active duty wartime or campaign badge veterans and Armed Forces service medal veterans, and Section 503 of the Rehabilitation Act of 1973 (the "Rehabilitation Act"), as amended, which prohibits discrimination against individuals with disabilities and requires Government contractors to take affirmative action to employ and advance in employment qualified individuals with disabilities.

Protected veterans' categories are defined as:

Disabled Veteran means: (1) A veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or (2) A person who was discharged or released from active duty because of a service-connected disability.

Recently Separated Veteran is any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval or air service.

Active Duty Wartime or Campaign Badge Veteran means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by the Department of Defense.

Armed Forces Service Medal Veteran means any veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Individual with Disabilities are defined as: An individual who: (1) has a physical or mental impairment which substantially limits one or more of such person's major life activities; (2) has a record of such impairment; or (3) is regarded as having such impairment.

As a Government contractor subject to VEVRAA and the Rehabilitation Act, we invite applicants and employees to self-identify this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA and the Rehabilitation Act. If you believe you belong to any of the above categories of protected veterans, or are an individual with a disability, please contact Theresa Conlin, Director of Human Resources at (518) 402-4408.

Submission of this information is voluntary and your refusal to provide it will not cause you to be subjected to any adverse treatment. The information provided will be kept confidential and used only in ways that are not inconsistent with VEVRAA or the Rehabilitation Act.

The Affirmative Action Programs for Protected Veterans and Individuals with Disabilities are available for inspection during normal business hours. If you wish to inspect the Programs, please speak with Theresa Conlin, Director of Human Resources, who has been assigned as RFMH's EEO Coordinator.